



Board of Directors Monthly Meeting

Tuesday, April 18, 2017; 5:32 pm - 8:13 pm

314 S. Main St., Goshen, IN 46526

In attendance: Eric Amt, Jose Chiquito, Robin Ebright-Zehr, Phyllis Miller, Amanda Qualls, Brian Wiebe, Rebecca Yoder

Absent:

Others Attending: Brad Alstrom

5:32 pm: Declaration of quorum

- Preliminaries:
 - Check-In: “Are we prepared to act on everything before us?”
 - Declaration of quorum
 - Commitment to stay on task
 - Ends reflection: Because of MCM: Owner-members and customers in the Michiana region will be healthier; there will be a local, sustainable food system in Michiana; the local environment & resources will be responsibly shared, protected and restored; there will be a locally-owned cooperative business; there will be a thriving model that inspires other businesses in the Great Lakes region.

5:34 pm: Approve or amend agenda

- **Motion:** To accept the agenda, moving the quarterly check-in from open session to executive session, adding X.6.7 to Board Decisions, and moving X.7 to Discussion.
Robin Ebright-Zehr moves and Brian Wiebe seconds
No discussion
Motion passes: 7 in favor; 0 oppose; 0 abstain

5:38 pm: Consent agenda

- **Motion:** To approve the consent agenda as it stands with the removal of X.7; that was moved to Discussion. The consent agenda includes the minutes of the March 27 Board Meeting and board self-monitoring (R.3 Delegation to the GM).
Brian Wiebe moves and Amanda Qualls seconds
No discussion
Motion passes: 7 in favor; 0 oppose; 0 abstain

5:39 pm: Board decisions

- Proposed changes to X.6.7: Amanda
 - Current wording: Fail to conduct a staff survey monitored by a third party. Contract with CDS Consulting every 3 years (next being 2016).
 - That focuses on Staff Treatment and the Staff's perception of their workplace environment.
 - That is conducted at least annually.
 - Possible proposed wording: Fail to conduct an annual staff survey monitored (reviewed?) by a third party [such as an external human resources professional]. Surveys must be conducted by an external group, such as CDS Consulting, at least once every three years beginning in 2017. Surveys conducted by external groups need not be monitored by a third party.
 - Surveys must not fail to focus on Staff Treatment and the Staff's perception of their workplace environment. [is this necessary? If we removed it, what might be the outcome?]
 - Discussion:
 - Do we need to have this in policy at all?
 - Is there another survey schedule that would be better?
 - We have had a lot of GM turnover. The survey is a way for the board to have formal input from the staff of MCM. Conservative recommendation would be to keep something annually and potentially move to further apart as the GM moves further into their tenure.
 - Something annual. Someone else (outside the organization) offers recommendations.
 - Amanda, Phyllis, Brad, and possibly Thane to get a final draft for the May 2017 board meeting.
- Review Calendar: Phyllis
 - The board does not see a need for changes at this time.

5:58 pm: Discussion

- GM Reports, State of the Market: Brad
 - Things are improving in terms of sales and productivity. A little bit of an uptick in customer count. We are dropping prices and seeing fuller baskets.
 - We hired an external firm for inventory for the first time, which was successful.
 - Looking forward to adding Breadsmith to the store. Goshen Brewing Company uses their buns and recommended them to the store.
 - MCM will be adding Prairie Farms milk.
 - How will you roll out education? Brad wants to see where the processing facility is. Show people that the product is local; prairie farms is a co-op. Brad has presided over this kind of change at a previous store and was successful.
 - Will be adding fresh tortillas from a tortilleria in Chicago.
 - There is a new tortilleria from Elkhart; Jose to get Brad the information on that.

- A new meat case will be coming to the store. We still don't have a fresh, local beef and pork supplier, so we're looking for that.
- Someone will be coming in to look at the floors (stripping and waxing) in the coming weeks.
- GM Monitoring: Brad
 - X.7 Staff Compensation
 - Brad is thinking about an updated wage scale model.
 - We are hitting a living wage for our full-time employees according to the calculator provided by CDS.
 - What Brad is proposing is increased wages and a more concrete structure.
 - In addition to wages, fringe benefits such as vacation are being considered as well.
 - How does the X.7 policy work as a whole?
 - In the CDS template, X.6 and X.7 are combined (staff treatment and compensation). There might be some redundancy since the two are separate at MCM.
 - Do a phone conference with Thane to discuss X.6 and X.7. Brad, Amanda, and others can join. Jose would like to be on if possible. Phyllis to schedule.
 - **Motion:** To accept the report as non-compliant without consequences.
Amanda Qualls moves and Phyllis Miller seconds
The board will do further review of X.7 and consider it with X.6.
Motion passes: 7 in favor; 0 oppose; 0 abstain
- Annual Meeting: Amanda
 - Business Meeting Review: Amanda, Brad & Phyllis
 - Assignments! Amanda
 - We need people to set up and tear down. Amanda will reach out to board members to see where they would be able to help.
 - Set up to start at 8:45 am.
 - Program:
 - 10:30 am to 10:45: Arrival and registration, where you will pick up your ballot to vote in the board elections
 - 10:45 am to 11:20 am: Program
 - 10:45 am to 10:50 am: Introduction of program and board candidates by Amanda Qualls
 - 10:50 am to 11:00 am: Candidates for the board speak
 - 11:00 am to 11:05 am: Phyllis Miller, Chair of the board
 - 11:05 am to 11:20 am: Presentation by Brad Alstrom, General Manager
 - 11:30 am to 12:30 pm: Lunch and mingling with MCM owners and friends! [collect ballots before owners pick up lunch]

- 10:45: Phyllis and Brian kick it off. And then we'll intro Amanda
 - 10:50: Amanda intro candidates and they speak
 - 11:05: Brian do short intro of Brad and at 11:06 he begins.
- In the program, don't miss a chance to engage with members and tell the story.
 - Talk about how many local businesses we support, etc. How can the co-op describe its impact in the local community.
- Brad is happy to talk about the financial condition of the store. Talk about reality. Paint a hopeful picture of the future.
- Elections: Amanda & Phyllis
 - Four candidates confirmed.
 - At least one week of in-store voting offered.
- CDS Quarterly Report: Phyllis
- Community Initiative Updates:
 - Film Festival
 - Food Council

7:12 pm: Break

7:18 pm: Discussion, cont'd.

- Ends interpretation: GM/Board discussion
 - We don't need to change our ends right away, but we might take some steps forward (we've been a little hesitant). When Phyllis was at Wellfield recently, she saw that they were testing out a new mission and vision. We might do that with ends.
 - For what result? For whom? At what cost?
 - There are educational articles relating to this in the May 2017 education folder.
 - How do we measure health? It can be complicated, but there are ways to simplify it. For example, we could ask members, "are you healthier as a result of MCM?"
 - Another part of health is helping those in food deserts, such as those in North Goshen (this is the largest food desert in Elkhart County).
 - The food council will also help in this area.
 - This discussion has generated a lot of ideas for how to measure healthy. Brad will go forth and do that.
 - Brad does not like "GMOs are generally discouraged" part of the ends. It's really specific. Labeling laws aren't very strict, so it's a morass.
 - **Motion:** Remove 2.1.3 (GMOs in food will be carefully monitored, and generally discouraged) from the Ends of the Maple City Market.
Brian Wiebe moves and Amanda Qualls seconds
Discussion: The language we used is pretty soft. It doesn't seem like something we wanted to take a hard stance on. There have not been enough long-term studies to determine pros and cons for humans and the environment. The largest

debate is the ownership of GMOs; large agribusinesses, like Monsanto, control a lot of GMOs. The other things in the ends cover these concerns.

Motion passes: 7 in favor; 0 oppose; 0 abstain

7:54 pm: New business/comments from the community

- No community members

7:55 pm: Executive Session opens

8:10 pm: Executive Session closes

8:11 pm: Calendar review

- Next meeting May 22, 2017
- GM monitoring:
 - X.1 Financial Condition quarterly report
- Board monitoring:
 - G.7 Governance Investment
- Looking ahead:
 - Rug event at 10,000 villages; April 22
 - Annual Meeting May 6
 - Food Council Kickoff Wednesday, May 24

8:13 pm: Adjournment

- **Motion:** To adjourn.
Robin Ebright-Zehr moves and Rebecca Yoder seconds
No discussion
Motion passes: 7 in favor; 0 oppose; 0 abstain